

| Chisholm Health Center Employee Engagement Survey Inquiries |  | 2019 | 2018 | 2017 | SFHS COMBINED AVERAGE RESPONSE |       |       |
|---|--|------|------|------|--------------------------------|-------|-------|
|   |  |      |      |      | 2019                           | 2018  | 2017  |
|   | <b>Total Number of Employee Responses</b>  | 80   | 97   | 68   | 1,335                          | 1,299 | 1,458 |
|   | <b>Total Employees for the Calendar Year</b>   | 162  | 180  | 156  | 3,165                          | 3,477 | 3,277 |
|   | <b>% of Employees Responding in current year</b>   | 49%  | 54%  | 44%  | 42%                            | 37%   | 44%   |
|   | <b>% of Employees Responding in previous year</b>  | 54%  | 44%  | 56%  | 37%                            | 44%   | 49%   |
| What do I get?  | <b>I have the materials, equipment and technology I need to do my work.</b>                          | 3.81 | 3.98 | 3.91 | 3.88                           | 3.88  | 3.97  |
|   | <b>I feel I can handle the amount of work I am assigned.</b>   | 3.91 | 3.89 | 3.81 | 3.83                           | 3.83  | 3.85  |
|   | <b>I have received feedback from my immediate supervisor for doing a good job.</b>                   | 3.48 | 3.22 | 3.35 | 3.58                           | 3.57  | 3.62  |
|   | <b>I have received feedback from my co-workers for doing a good job.</b>                             | 3.83 | 3.44 | 3.46 | 3.70                           | 3.70  | 3.67  |
|   | <b>I feel my wage and benefits are comparable to similar MN locations near this facility.</b>        | 3.48 | 3.09 | 3.10 | 3.21                           | 3.21  | 3.23  |
|   | <b>I believe the workplace is a safe place to work.</b>  | 4.08 | 4.09 | 4.03 | 4.21                           | 4.21  | 4.17  |
| What do I give?   | <b>At work, I have the opportunity to do what I do best every day.</b>                               | 4.19 | 4.18 | 4.18 | 4.20                           | 4.20  | 4.16  |
|   | <b>At work, my opinions seem to count.</b>   | 3.38 | 3.47 | 3.35 | 3.49                           | 3.47  | 3.55  |
|   | <b>I attend facility-held educational or training sessions.</b>                                      | 4.10 | 3.88 | 4.16 | 4.24                           | 4.25  | 4.10  |
|   | <b>I feel I display a positive attitude at work.</b>   | 4.29 | 4.37 | 4.37 | 4.40                           | 4.39  | 4.31  |
|   | <b>I believe I influence the quality of care delivered at my workplace.</b>                          | 4.35 | 4.26 | 4.19 | 4.37                           | 4.36  | 4.31  |
| Do I belong here?   | <b>My coworkers are committed to doing quality work.</b>   | 3.80 | 3.44 | 3.56 | 3.71                           | 3.73  | 3.76  |
|   | <b>I leave work feeling good about my job.</b>   | 3.95 | 3.79 | 3.75 | 3.92                           | 3.92  | 3.91  |
|   | <b>My employer helps me deal with job stress and burnout.</b>  | 3.46 | 3.30 | 3.50 | 3.49                           | 3.46  | 3.49  |
|   | <b>My work allows me to make a difference in people's lives.</b>                                     | 4.31 | 4.45 | 4.21 | 4.39                           | 4.37  | 4.31  |
|   | <b>I have someone at work I can trust to talk to.</b>  | 4.25 | 3.89 | 3.87 | 4.10                           | 4.10  | 3.99  |
| How can we all grow?  | <b>In recent months, someone at work talked to me about my progress.</b>                             | 3.41 | 3.13 | 3.34 | 3.28                           | 3.29  | 3.35  |
|   | <b>This last year, I have had opportunities at work to learn and grow.</b>                           | 3.89 | 3.65 | 3.49 | 3.77                           | 3.78  | 3.82  |
|   | <b>I know what I have to do to receive a career move or promotion.</b>                               | 3.66 | 3.51 | 3.60 | 3.46                           | 3.47  | 3.44  |
|   | <b>I believe I have had appropriate training to deal with difficult residents or family members.</b> | 3.83 | 3.80 | 3.90 | 3.77                           | 3.77  | 3.84  |
|   | <b>There is good cooperation between my department and other departments.</b>                        | 3.40 | 3.37 | 3.38 | 3.38                           | 3.37  | 3.57  |
| How do we communicate?                                      | <b>I know what is expected of me at work.</b>  | 4.35 | 4.43 | 4.22 | 4.37                           | 4.36  | 4.28  |
|   | <b>My performance evaluations are timely.</b>  | 3.54 | 3.70 | 3.59 | 3.47                           | 3.46  | 3.54  |
|   | <b>I am comfortable communicating with the administrator.</b>  | 4.34 | 4.19 | 4.13 | 3.82                           | 3.82  | 3.90  |
|   | <b>My direct supervisor regularly gives me important work-related information.</b>                   | 3.41 | 3.49 | 3.62 | 3.80                           | 3.79  | 3.88  |
| General   | <b>We are living up to the mission and core values.</b>  | 3.85 | 3.85 | 3.68 | 3.87                           | 3.88  | 3.95  |
|   | <b>I would be comfortable having a family member receive care here.</b>                              | 3.89 | 3.74 | 3.68 | 3.72                           | 3.73  | 3.66  |
|   | <b>We have a good reputation.</b>  | 4.00 | 3.79 | 3.84 | 3.80                           | 3.80  | 3.85  |
|   | <b>I would recommend employment here to others.</b>  | 4.10 | 3.99 | 3.85 | 3.84                           | 3.85  | 3.93  |
| Average Response  |  | 3.87 | 3.77 | 3.76 | 3.83                           | 3.83  | 3.84  |
| Average Response %  |  | 77%  | 75%  | 75%  | 77%                            | 77%   | 77%   |

Scale 1 to 5, 5 being the highest